

## Message Text

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ACTION AF-10

INFO OCT-01 EUR-12 EA-10 IO-13 ISO-00 CIAE-00 COME-00

EB-08 INR-07 LAB-04 NSAE-00 SIL-01 DODE-00 PM-05

H-01 L-03 NSC-05 PA-01 PRS-01 SP-02 SS-15

USIA-06 HA-05 /110 W

-----035708 021927Z /50

P R 021030Z DEC 77

FM AMCONSUL JOHANNESBURG

TO SECSTATE WASHDC PRIORITY 7025

INFO AMEMBASSY ANKARA

AMEMBASSY ATHENS

AMEMBASSY BERN

AMEMBASSY BONN

AMEMBASSY BRUSSELS

AMEMBASSY CANBERRA

AMEMBASSY COPENHAGEN

AMEMBASSY DUBLIN

AMEMBASSY HELSINKI

AMEMBASSY LISBON

AMEMBASSY LONDON

AMEMBASSY LUXEMBOURG

AMEMBASSY MADRID

AMEMBASSY OSLO

RUEHOT/AMEMBASSY OTTAWA 25

AMEMBASSY PARIS

AMEMBASSY PRETORIA

AMEMBASSY REYKJAVIK

AMEMBASSY ROME

AMEMBASSY STOCKHOLM

AMEMBASSY THE HAGUE

AMEMBASSY TOKYO

USMISSION USUN NEW YORK

AMEMBASSY VIENNA

AMEMBASSY WELLINGTON

AMCONSUL CAPE TOWN

AMCONSUL DURBAN

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C O N F I D E N T I A L SECTION 1 OF 2 JOHANNESBURG 3205

E.O. 11652: GDS

TAGS: ELAB, EINV, SF

SUBJECT: URBAN FOUNDATION CODE OF EMPLOYMENT PRACTICE

REF: (A) PARIS 34413, (B) JOHANNESBURG 2137 (NOTAL),  
(C) JOHANNESBURG A-156 (NOTAL)

1. SUMMARY: THE LONG-AWAITED URBAN FOUNDATION CODE OF EMPLOYMENT PRACTICES, WHICH IS AIMED AT ALL SOUTH AFRICAN EMPLOYEES, IS EXPECTED TO BE MADE PUBLIC ON DECEMBER 7. WHILE THE DRAFTERS HAD CONSULTED THE ARCHITECTS OF BOTH THE SO-CALLED SULLIVAN MANIFESTO AND THE EC CODE, THE COMPROMISE VERSION WHICH WAS FINALLY ACCEPTABLE TO MOST SOUTH AFRICAN EMPLOYERS IS LESS EXPLICIT THAN EITHER. EN SUMMARY.

2. THE REGIONAL LABOR OFFICER OBTAINED A CONFIDENTIAL COPY OF THE FOLLOWING TEXT OF THE URBAN FOUNDATION CODE OF EMPLOYMENT PRACTICES:

"BELIEVING THAT FREE ENTERPRISE HAS A MAJOR CONTRIBUTION TO MAKE TOWARDS IMPROVING THE QUALITY OF LIFE OF ALL PEOPLE IN SOUTH AFRICA, AND BELIEVING THAT THE OPPORTUNITY FOR MEN AND WOMEN TO DEVELOP THEMSELVES TO THEIR FULLEST POTENTIAL PLAYS A BASIC ROLE IN THE QUALITY OF THEIR LIVES.

THE URBAN FOUNDATION, RECOGNIZING PROGRESS ALREADY ACHIEVED IN THE MATTERS DEALT WITH BELOW, RECOMMENDS THE ADOPTION BY ALL MEMBERS OF THE PRIVATE SECTOR OF A CODE OF EMPLOYMENT PRACTICE WHEREBY THE SUBSCRIBER IS COMMITTED, WITHIN THE PROVISIONS OF THE LAW  
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1. TO STRIVE CONSTANTLY FOR THE ELIMINATION OF DISCRIMINATION BASED ON RACE OR COLOR FROM ALL ASPECTS OF EMPLOYMENT PRACTICE:

AND TO APPLY THIS PRINCIPLE IN GOOD FAITH, IN PARTICULAR, IN THE FOLLOWING ASPECTS:

1.1 THE SELECTION, EMPLOYMENT, ADVANCEMENT AND PROMOTION OF ALL EMPLOYEES;  
1.2 THE REWARD OF EMPLOYEES;  
1.3 THE PROVISION OF  
--PENSION, MEDICAL AID, LEAVE, SICK PAY, EMPLOYEE INSURANCE, ASSISTANCE WITH HOUSING, AND LIKE FACILITIES  
--PHYSICAL WORKING CONDITIONS AND FACILITIES RELATED THERETO  
--TRAINING PROGRAMMES OR FACILITIES TO IMPROVE THE PRODUCTIVITY AND SKILLS OF EMPLOYEES TO ENABLE THEM TO ACHIEVE ADVANCEMENT IN TECHNICAL, ADMINISTRATIVE AND MANAGERIAL POSITIONS

IN ALL OF THESE INSTANCES WITH DUE REGARD TO DIFFERENT JOB CATEGORIES, FAIRLY DETERMINED ON BASES OTHER THAN RACE OR COLOR;

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USIA-06 HA-05 /110 W  
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P R 021030Z DEC 77  
FM AMCONSUL JOHANNESBURG  
TO SECSTATE WASHDC PRIORITY 7026  
INFO AMEMBASSY ANKARA  
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AMEMBASSY TOKYO  
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AMEMBASSY WELLINGTON  
AMCONSUL CAPE TOWN  
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C O N F I D E N T I A L SECTION 2 OF 2 JOHANNESBURG 3205

1.4 THE RECOGNITION OF THE BASIC RIGHTS OF WORKERS OF FREEDOM OF ASSOCIATION, COLLECTIVE NEGOTIATION OF AGREEMENTS ON CONDITIONS OF SERVICE, THE LAWFUL WITHHOLDING OF LABOR AS A RESULT OF DISPUTES, AND PROTECTION AGAINST VICTIMISATION RESULTING FROM THE EXERCISE OF THESE RIGHTS.

2. TO PROMOTE AND MAINTAIN, THROUGH CONTACT AND CONSULTATION, SOUND AND HARMONIOUS RELATIONS BETWEEN ITSELF AND ITS EMPLOYEES AND BETWEEN ALL CATEGORIES OF ITS EMPLOYEES: AND

3. TO CO-OPERATE WITH OTHER ORGANISATIONS AND MEMBERS OF THE PRIVATE SECTOR IN PROMOTING:

3.1 THE ACCELERATED CREATION OF EMPLOYMENT OPPORTUNITIES FOR THE SOUTH AFRICAN POPULATION AT WAGE RATES AIMED AT THE MAINTENANCE OF VIABLE LIVING STANDARDS;

3.2 THE PROGRESSIVE TRANSITION TO A SYSTEM WHEREIN THE RATES OF RENUMERATION PAID AND ANY ASSISTANCE GIVEN BY THE EMPLOYER IN RESPECT OF HOUSING AND OTHER PRACTICAL NEEDS OF EMPLOYEES WILL BE SUCH AS TO RENDER UNNECESSARY ANY GENERAL DIFFERENTIAL SUBSIDY BASED ON RACE OR COLOR."

3. COMMENT: THE CODE IS A CONSIDERABLY REDUCED AND SIMPLIFIED VERSION OF THE DRAFT WHICH WAS PROPOSED FOR CONSIDERATION IN AUGUST (JOHANNESBURG 2137). IT HAS ALREADY BEEN CRITICIZED BY BOTH BLACK AND WHITE TRADE UNION LEADERS, WHO WERE LEAKED CONFIDENTIAL

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COPIES, FOR SKIRTING A NUMBER OF KEY ISSUES. IT DOES NOT, FOR EXAMPLE,

COMMIT SIGNATORIES TO PAY AN AGREED STANDARD MINIMUM WAGE. WITH REGARD TO WORKER REPRESENTATION, IT DOES NOT GO AS FAR AS THE CHAIRMAN OF THE COMMISSION OF INQUIRY IN LABOR LEGISLATION, NIC WIEHAHN, APPEARS PREPARED TO GO IN GRANTING BLACKS THE SAME FACILITIES AS WHITES (JOHANNESBURG A-156). THERE IS NO REFERENCE TO MONITORING, VOLUNTARY OR OTHERWISE. IN RESPONSE TO THE LATTER OMISSION, ARTHUR GROBBELAAR, GENERAL SECRETARY OF THE RACIALLY MIXED TRADE UNION COUNCIL OF SOUTH AFRICA, PROPOSED THAT THE URBAN FOUNDATION CONSIDER ESTABLISHING A JOINT UNION-MANAGEMENT COMMITTEE TO MONITOR PERFORMANCE AND REGULARLY PUBLISH ITS FINDINGS. JOHNSON

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